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UCAPAWA

VOL. II.—NO. 11

FEBRUARY 2, 1942

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CIO-AFL CIGAR WORKERS battle for minimum wage in Washington. — Standing (l. to r.) Carl Richards, Pres. Local 39 CMIUA (AFL); Bob Smith of the same organization; Edward Green, UCAPAWA Int. Rep.; Rose Kryzminski, shop steward at Siegel's in Camden; Ben Allen, UCAPAWA Legislative Rep.; Sadie Harris, chief shop steward at Siegel's. Shown shaking hands John Tisa, Chairman of the Philadelphia Tobacco Workers Organizing Committee, UCAPAWA-CIO and Alexander Driessens (far right), Pres. of the New England Cigar Makers Label League (AFL). Seated (l. to r.) Anna Magee, shop steward at Siegel's; Pauline Mickle, chief shop steward, Camden Consolidated plant; and Betty Shelton, UCAPAWA Int. Rep.

CIO-AFL FORM VICTORY BOARD

CIO Executive Board Urges Speed War Production, Protect Workers' Conditions

New York City—The CIO Executive Board meeting here accepted "with sincere appreciation the sugestion of President Roosevelt to participate in the formation of Labor's Victory Board to serve during the war in collaboration with the President of the United tSates and thereby assure the maximum contribution and participation of labor in the war program."

"Such action," said the Board, "will best strengthen the national war effort and promote the cause of labor unity."

This plan was adopted unanimously by the representatives of the CIO membership following full discussion of the John L. Lewis move for labor unity.

Both the CIO and AFL are to be represented on the Victory Board.

The CIO Executive Board stated that "the issue of labor unity must be viewed today in the light of the all embracing problem which now confronts the American people. Every American is interested in one objective—to win the war."

The CIO is "wholeheartedly in favor," said the Board, of any arrangements with the AFL which will further this end.

The Board pointed to the "basic progressive and humanitarian principles" which characterizes the CIO, grounded in strong industrial unions, and urged that these progressive labor policies must be continued and strengthened.

Especially important now are "certain basic questions confronting the nation in our war program," such as greater production of munitions of war and building the morale of the American people.

PROTECT THE PEOPLE

Important in this connection is protection of workers' living standards through guaranteeing the continued existence and growth of their unions. Among other things, the Board urged that a fair tax program be developed and spiraling living costs prevented, as well as improvements in Social Security including its extension to groups now excluded.

Joint action between the CIO and AFL in regard to these questions, said the Board, "would command attention."

UNITY MUST BE SOUND

On the question of unity the Board said that "Organic unity between the CIO and AFL is an additional problem which merits the attention of organized labor. The CIO desires a unified labor movement which will reflect the aspirations and needs of the American workers.

"This would necessarily require a recognition of the industrial form of union organization in the mass production industries and the absolute need of non-discrimination against any affiliated union or any member of the CIO.

"A permanent solution of this question presents numerous difficulties. The adjustment of this problem must not be permitted to weaken or destroy the existing and developing united action of labor —both nationally and locally—in the prosecution of the national war effort."

Victory Board

Washington.—Members of Pres. Roosevelt's Labor Victory Board are CIO Pres. Philip Murray; R. J. Thomas, Pres. of the UAW-CIO; Julius [illegible], Sec'y-Treas. of the UERMWA-CIO; AFL Pres. William Green; Daniel J. Tobin, Pres. of the AFL Teamsters' union; and George Meany, Sec'y-Treas. of the AFL.

CIO Aid Pledged to New War Labor Board

Chicago—CIO President Philip Murray has issued a letter on the National War Labor Board which points out that the CIO has "pledged to cooperate to the full" with this new Board as an important move in carrying out the "no strike" policy.

Murray further describes the steps which local unions should follow in order to do everything possible to settle disputes peaceably, starting with collective bargaining, then, if this fails, turning to the U. S. Conciliation service, and finally, if this also fails, appealing to the War Labor Board.

STRIKES NOT OUTLAWED

"Since the matter of keeping all production going is of such prime importance," said President Donald Henderson, "I urge all members to read President Murray's letter which is printed almost in full below.

"I feel that the members may have been misled by the headline in the last issue of UCAPAWA News—which said: 'Labor Outlaws Strikes.' Labor has NOT 'outlawed' strikes. But, as the Murray letter so clearly explains, the CIO is leaning over backwards to settle all disputes peacably."

President Murray writes:

"Pursuant to the agreement reached between representatives of the Congress of Industrial Organizations, the American Federation of Labor, industry and the public at the conferences held recently in Washington, the President of the United States has established the National War Labor Board to aid in the peaceful adjustment of labor disputes.

PRODUCE FOR VICTORY

"The Congress of Industrial Organizations and its affiliated unions are committed to wholehearted support of our country's war effort. Because we realize the importance of maintaining continuity of operation and achieving all-out industrial production in this emergency, we have agreed to a no-strike policy for the duration of the war.

"In order that labor's rights be not infringed upon, however, we have opposed repressive anti-strike legislation and have insisted that the most effective way to prevent stoppages is through voluntary agreement on procedures for the peaceful adjustment of all disputes.

CIO ACTS VOLUNTARILY

"Such a voluntary agreement was achieved in the recent conference of labor, industry and government representatives, which was called in accordance with CIO suggestions. This agreement was designed to make strikes and other

(Continued on Page 5)

Bosses Balk at 40c Wage

Washington.—UCAPAWA Tobacco Division Representatives were faced with stiff employer opposition at the two day hearing on the proposed 40c minimum for the cigar industry.

At least 25 bosses supported by the lawyer for the National Assn. of Cigar Makers, Inc. turned up to protest that 40c for cigar workers and 35c in the cigar industry stemmeries was "too high."

AFL WORKERS TESTIFY

Three AFL rank and filers (shown in the picture above) stuck together with the CIO in bucking the employers' arguments.

"It is not surprising that the employers are here seeking to reverse . . . the recommendation of The Cigar Industry Committee," said John Tisa who testified for UCAPAWA. "The cigar manufacturers have a long history of combatting every and all efforts to raise minimum wages in the industry."

BOSSES UNREASONABLE

Tisa stated that he believed that a 40c minimum in cigar stemmeries also would have been justified, but that since the Committee by majority vote had agreed on these minimum rates "he saw no reason why the employers should make such a fuss."

Employers were represented on the Industry Committee equally with labor and the public.

Final decision will not be handed down by the Wage-Hour Administrator until after still another hearing which the manufacturers have requested.

(See Letter to AFL Workers, page 6).

—Fred Wright in the NMU Pilot

"AW GEE, BOSS, CAN'T I HAVE SUNDAY OFF?"

We're for H. R. 1844

Filipinos are fighting and dying for the U.S.A. but they are not allowed to become citizens. Ask your Congressmen immediately to support the Marcantonio Bill, H. R. 1844 which provides that Filipino people can become citizens.

FLASHES!

MEMPHIS, TENN.—Telegram from Bob Sanford: "Quaker Oats election won 57 to 15. Laurels for organizing to Wiley Clark and Washington Obannon. Standard Rice voted UCAPAWA 33 to 8. Eugene Williams and Eddy Drake worked hard."

SAN FRANCISCO.—Contract signed in the Tortilla industry bringing 66⅔% increase in minimum rate is a smashing victory for these new trade unionists who were both militant and patient. Minimum is now 50c for women.

SOMETHING ALL CAN DO

NOTES FROM LOCALS

3 Each member of the new Executive Board of Local 3, Los Angeles, California, heads a committee as follows: Wage Board Committee, Carmen Escobar. Members of this new committee are Pauline Harris, Minnie Willingham, Carmen Castro and May Laudermilk.

Unemployment Committee, to help members in off-season get work or County Relief, Jack O'Brien, aided by Mary McGregor.

Publicity, Carmen Castro; Anti-Discrimination, Octavio Cano; Civilian Defense and War Effort, O. M. Johnson and Bill Phillips; Organizing, Joe Anderson; and CIO Building Drive, Carmen Escabor. Council delegate Francis Harris heads the Legislative Committee.

Committee activities are checked twice a month by the Executive Board and at monthly membership meetings reports are made.

26 Local 26, Suffolk, Va., was one of the first locals to join the CIO Tidewater Industrial Union Council which is being formed to strengthen the CIO locals in the tidewater area.

32 Frazier Cannery, Elwood, Indiana, has elected new trustees. Also a delegation has been chosen to attend the UCAPAWA Indiana conference in Indianapolis Feb. 15.

58 Ted Gershztyn has been elected Chairman and Pat Rogowski Secretary of the United Casket Division of Local 58 in Detroit.

69 Ray LeHew, Fin.-Sec'y of Local 69, Lima, O., is advertising for a musician to play the piano in the new union hall. There is also a surprise in the hall to which everyone will take off his hat. If you don't take off your hat, says Brother LeHew, "there is a quaint custom of knocking them off in this country." (The surprise is furniture, stove kitchen dishes and such.)

71 The penny supper recently held by Local 71 in Van Wert, O., was very well attended. At Christmas, the Local gave $5 to all members who were out of work sick.

194 Campbell's Soup Local 194 of Chicago announces installation of the following officers for the coming year: Steve Kaminski, Pres.; Verna Gillan, Vice-Pres.; Violet Bugan, Fin. Sec.; Helen Skowronek, Rec. Sec.; John Gallagher, Treas.; Joe Sonak, Sgt.-of-Arms; George Bicanick, Chief Shop Steward; James Dimitrius, Press Agent; Frank Czarnecki, Organizer. Also George Baker, Vice-Pres. from Chase and Sanborn; and Mike Skarana from Stephen Vinegar, member of the Executive Board.

Plant Grievance Committee: Carl Rothgery, John Gallagher, Frank White, George Bicanick, Bill Godbey, Mary De Clue and Verna Gillan.

Bonus Committee: David Amendola, Henry Hansler and Bill Eisensee.

272 Nearly 100 children were given Christmas bags by the Kern County Cotton Local 272 in Bakersfield, California. Jack Byers headed the committee which handled the affair very smoothly. Ben Fleming, Press Agent, reports that it has been decided to make this an annual affair.

297 Woolson Spice Unit, Toledo, Ohio. New officers: Stanley Kaiser, Pres.; Harry Hireline, Vice-Pres.; Elsie Forrest, Rec.-Sec'y; Helen Urban, Fin.-Sec'y; Norton Ackerman, Treas.; Melvin Rathke, Sgt.-at-Arms; Gerald Corbin, Doorman; and Sarah Shoemaker, William Scarbraugh and Sophie Plotzke, Trustees. The local is now meeting at the CIO headquarters building.

350 Pres. McClabourne of Local 350, Richmond, has been elected trustee of the Richmond Industrial Union Council.

NEW LOCALS

GRAIN & CEREAL DIVISION

62 Mt. Vernon, Ind. Ernest Hall, Pres., R. R. No. 1. Other officers are Harry Wells, Sec.-Treas.; Noah Hogan, Fin.-Sec'y. Company: Mt. Vernon Milling Co.

90 Houston, Texas. Company: Houston Milling Company.

COTTON DIVISION

75 Houston, Texas. Company: Ship Channel Compress, Turning Basin Compress, Houston Compress.

DAIRY DIVISION

175 Eau Claire, Wisconsin. John Grass, Pres., 627 Union St. Other officers are Ellsworth Huntziger, Rec.-Sec'y; Raymond Livingston, Fin.-Sec'y. Companies: Oak Park Farmers, Model - Morningcrest Dairies, Freund Co.

AGRICULTURAL DIVISION

87 Mathis, Texas. Gregario Gernandez, Pres. Other officers are Telesfaro Oviedo, Sec.-Treas.; Geronimo Rivera, Rec.-Sec'y.

Covers: Truck drivers, packing shed and field workers in spinach and onions.

"Remember Clarich"

HONOR ROLL

Locals 7-2, 19, 26, 32, 47, 55, 62, 68, 69, 79, 81, 105, 110, 186, 237, 638; International Office Staff.

If your local is contributing but is omitted from this Honor Roll, please notify the International Office in writing at once.

Clarich Thanks For Presents

Chicago.—Christopher Clarich, labor prisoner in Hobby, Texas, wrote Pres. Donald Henderson thanking for Christmas presents sent to Mrs. Clarich, and sending "best regards to you and all brother and sister members of UCAPAWA."

"My wife," wrote Clarich, "says she is very grateful to all of you." Bro. Clarich mentioned especially a gift from Local 237 in Ketchikan, Alaska.

Brother Clarich has been sick, but reports that he is feeling better now.

Editor's Letter

Dear Brothers and Sisters:

Three new press agents have checked in and received their press cards and "Instruction": Viola Kowalsky, local 58; Charles Giger, local 344; and Sarah Jackson, local 577.

UCAPAWA NEWS needs more pictures of the membership. Snapshots must be sharp in outline to come out distinctly in the paper. Underexposed pictures which have a gray look do not show up.

We want especially pictures showing members' war activity: defense meetings, members buying stamps, ladies knitting, boys leaving for the armed forces, to mention only a few.

Stories and pictures must be in by February 17 to make the next issue of the paper.

Fraternally yours,
Connie Anderson.

Official Figures on Living Costs

Washington.—The advance of 0.3 percent in living costs in large cities in December was the smallest rise in any month since last March," according to Secretary of Labor Perkins.

"In the last quarter of 1941, as a whole, the cost of living rose 2.2 percent to 110.5 percent of the evarage in 1935-39.

"For every dollar spent by moderate-income families in August, 1939 the month before the war broke out in Europe, it was necessary to spend $1.12 in December 1941, to secure the same level of living as before the war."

MORE ON CANNING:

Campbell Soup's New Program Steps-up Grievance Settlement

By Jim Dimitrius, Press Agent

Chicago.—Newly elected officers of Local 194, Campbells Soup, Chase and Sanborn and Stephens Vinegar, have adopted a program which streamlines the grievance proceedure and establishes regular weekly discussions for leaders in the local which will cover subjects ranging from grievance settlement in the plants, to winning the war against Fascism.

The program is designed to develop cooperation with management, so that all phases of the contract will be carried out successfully. The program in full is as follows:

GRIEVANCE SYSTEM

1. The Plant Grievance Board, together with the Management have decided to have regular meetings. These meetings are to take place, the 1st and 3rd Wednesday of the Month, unless an emergency arises. Therefore all grievances that cannot be settled in the department, or between the Steward and the Department Superintendent, are to be turned over to the Plant Grievance Board before the regular meetings between the Plant Grievance Board and the Management.

2. All grievances not settled in the department must be turned in to the Steward Council, which meets every Thursday night at 8 P. M., at the Union Headquarters, 3404 S. Western Avenue, before it can be turned over to the Plant Grievance Board. For those working the afternoon shift, the meeting will be every Thursday afternoon at 1:30 P. M.

BONUS COMMITTEE ACTIVE

3. The Wage Incentive Committee, better known as the Bonus Committee has had a meeting with the Management, and will meet whenever necessary on grievances pertaining to Bonus. Any individual or group of individuals having grievances on Bonus, if not settled in the department must present same to Steward Council, and Plant Grievance Board.

EDUCATIONAL MEETINGS

4. Officers, Stewards, Leaders in the Departments, and all others who are interested, will meet every Thursday night at the Union Headquarters, 3404 S. Western Avenue, where Educational discussion will be taken up on the following points.

A. How can we best cooperate in carrying out the contract between the Union and the Company?

B. How shall the grievances be taken up, and what are the necessary steps on procedure to settle grievances?

C. What is the program and the responsibility of the Union in carrying out the contract?

D. What is the task and responsibility of the Officers, Stewards, and members in the Union?

E. What benefit do the members and the employees gain by being members of the Union?

F. What must we, as members of the Union, and as Citizens of the Country, do to help to win the War against the Fascist Axis?

Building the Local

Last issue this column started off a discussion of local union problems with "Understanding the Contract."

All members must know what the contract provides. It was suggested that a summary of the contract, in neat mimeographed form, question and answer style should be given by the local to each member.

If this is done we can assume that most members have a working idea of how the union operates in the shop, so that they will cooperate smoothly with the stewards.

In this issue we take up:

THE JOB OF SHOP STEWARDS

The shop steward is the representative of the union in the shop. He must deal with management to win the best possible conditions for the members. In doing this, he is making real in every day life the right of Americans to organize and to act together in trade unions.

A successful shop steward knows how to take up grievances and bargain. He also knows that his strength in bargaining is no stronger than the strength of his united membership in the department.

BUILDING THE DEPARTMENT

Realizing this, the shop steward not only works with the foreman, but also keeps in close touch with his membership, explaining the union and in every way acting so that he will win and keep the confidence of his department behind him and the union.

The best negotiator in the world will not get to first base if he allows the people he represents to fall away from the union. Without organization behind him and working with him, no steward, no committeeman, no officer can win victories from management. Unless he speaks for solidly organized workers he is as helpless as the individual worker back in the days of the open shop.

DEALING WITH THE MANAGEMENT

In his job of bargaining with the management a shop steward must be ace high on a few fundamentals:

1. Study the contract. As soon as the contract is signed, meetings of shop stewards should go over it with a fine tooth comb, until every steward knows the contract practically by heart.

As cases are decided under the contract, shop stewards must discuss the decisions, so that they will understand fully how the contract provisions are being interpreted in practise.

Signing of the contract is only the first step in winning union conditions in the shop. Often with a wide awake group of stewards important gains can be made through good interpretation of the contract.

2. Know the Grievance Procedure. This is usually set forth in the contract. Special attention must be paid to it in stewards' meetings.

A chart either on a black board or on a big piece of paper should be made of the steps by which grievances are taken up. UCAPAWA contracts call for initial bargaining between the steward and foremen; then, if the grievance is not settled satisfactorily, it is argued by various stages up to top management.

In any event every shop steward must understand the grievance machinery in his shop backwards and forwards. The chart should list the names and positions of union representatives opposite those of company representatives with whom they meet at each stage of grievance procedure.

SIGNING OF DAILY PICKLE CONTRACT was "our big moment" according to Press Agent Harriet Jacobi, pictured at the extreme right. Seated are W. Daily, Company Representative and Robert Clark, International Representative. Standing (l. to r.) are Myrtle Allore, Albert Makl, Arthur Rivard, Alex Zuba and Jacobi, all members of the Negotiating Committee and signers of the contract for Local 68, Saginaw, Mich.

Check-off, Pay Boosts In Daily Pickle Pact

By Harriet Jacobi, Publicity Director

Saginaw, Mich.—After a trying time from Dec. 17 to Jan. 19, Local 68 and the Daily Pickle Co. have come to an agreement. It isn't all we asked for, but I think we nevertheless have signed a very good contract. The company put the girls to work on a bonus system, which caused much confusion. The bonus is the next thing to piecework, and Local 68 has no room for that.

Now the bonus is a thing of the past—OUT!

PAID REST PERIODS

We had been getting two 10 minute rest periods a day. We had been paying for one, and the company for the other.

Now we get two 15 minute rest periods, both paid by the company.

The contract calls for vacations with pay for those who have been employed one year, 40 hours' pay; two years, 48 hours' pay; and three years or more, 56 hours' pay. Previously those with one or more year's seniority simply received 40 hours' pay.

The new contract provides for double time for work on all Sundays and legal holidays, with the exception of Labor Day.

In the past the men have worked for straight time on Labor Day, as that is a very important day in the pickle business. They will now receive time and one-half for Labor Day.

Wages were raised 10 cents an hour for men and 7½ cents for women. Men were raised from 60 to 65 cents, and on March 17 will get 70 cents. Women's pay was 40 cents, now are up to 44 cents and after March 17 will receive 47½ cents.

CHECK-OFF

Other good provisions of the contract are:

Time and one-half for all work prior to regular starting time.

An additional five cents per hour for all night work, for all those who are not receiving overtime.

Check-off, which makes us a completely closed shop.

We are one of the two closed shops in the city of Saginaw.

Should the union or the company desire to discuss any or all clauses, then a 10-day notice in writing shall be given by the party desiring such discussion to the other party.

STEWARDS STREAMLINED

Each member of the Executive Shop Committee shall serve as steward, with the chairman as chief steward. Before, when a grievance arose, the complete committee was consulted. Now the aggrieved employee shall consult the closest steward.

Members of our Shop Committee are paid by the company at the regular rate of pay for all time spent in settling grievances.

The stewards have top seniority, which means they head the seniority list during their term of office.

We wish to give our thanks to Brother Robert Clark, International Representative, for helping us through our negotiations. He was very cooperative.

For Christmas, Mr. W. Daily gave each of us a ham (10 to 12 lbs.) which was grand.

MEMBERS IN ARMY

Brother Ernst Erskin is leaving for the good old U. S. Army. More are leaving soon.

We are bound to win this terrible conflict because we all have that "Let me at 'em" spirit.

Clark Becomes 58's Organizer

By Viola Kowalsky, Press Agent

Detroit.—Local 58 was indeed honored by the presence of Mr. Lane, International Secretary-Treasurer, at their last monthly meeting.

Lane proposed to Local 58 that they and Local 281 should consider having Mr. Robert Clark as an organizer either part or full-time. Local 58 carried a motion that same night to retain Bro. Clark as a full-time organizer.

We also had present a member from Local 281 who gave us a talk on buying defense stamps. Everyone is urged to do his part in helping the good old U.S.A.

NEW CONTRACTS UP

Quite a discussion took place on the forthcoming new contracts with several of the divisions. Forest Lawn Cemetery and Patzer Foods have already started negotiations and are coming along fine. They have to straighten out a few rough spots and they will be set for another year.

LA CHOY WINS JOB

The La Choy division was happy to tell us that one of their men who had been fired was reinstated. They had to secure the help of the mediation board, but they won their fight. The man went back to work the following day.

This goes to prove to us that we have our stewards and the CIO to back us up in all our fights. "United we stand, divided we fall."

Ladies Active With Red Cross

By Louise Gardner, Journalist

Elwood, Indiana—Local 32, Frazier Cannery, has joined thousands of other Locals in pledging a nice sum to the Red Cross.

Quite a number of ladies are knitting and sewing for this worthy cause. We are going to form a club of ladies to meet regularly for knitting and sewing.

Several ladies have joined the Red Cross Nursing Unit, one as ambulance driver.

We are doing everything possible to do our bit for victory.

SWING YOUR PARTNER

Our Saturday night Hoe Downs with the "Montana Mountaineers" of the radio furnishing the music, have become popular in Elwood. Each dance shows an increase in attendance.

LETTUCE LOCAL OPENS DRIVE

Yuma, Arizona—Carl A. Johnson, President of Local 78, sends a "few words of welcome" from the local.

"At this time we have five lettuce sheds under union shop contract, involving about 400 workers," writes Brother Johnson.

DRIVE OPENS

"We are now starting an intensive organizing drive with the aid of Brother Donald Henderson, our International President, to organize the industry in the Imperial Valley and Salinas, California, and in Phoenix, Arizona.

"It is quite a job, but there is much enthusiasm among the workers. We feel sure a lot of determination and hard work will do the job."

LADIES PLAN DANCE

Jean Phillips adds this news: Local 78 has started an organizing drive in six unorganized sheds in Yuma and Somerton.

Wendell Phillips, the new International Representative in Yuma, filed a petition on Jan. 24 for an election in the Bruce Church shed.

The women are planning to organize an entertainment committee. The committee will hold its first meeting Jan. 26 to make plans for a dance in the near future.

Spice Workers to Put 5% in Bonds

By Art Lemle, Press Agent

Toledo, O.—We are glad to report that 1941 was a satisfactory year for Local 297, Woolson Spice. We hope this will continue through the coming crucial year, when CIO solidarity in every way will be especially necessary.

We agreed unanimously to buy defense stamps, each putting in 5 percent or more of weekly income.

Scanning through the last issue of UCAPAWA NEWS, I noticed an article from Houston, Tex., where anti-sabotage squads are being formed. This is a matter which should be taken up by all CIO workers.

WATCH FOR SABOTAGE

I believe one of our real jobs is to watch out for sabotage of defense plants. The workers are the ones who can be the biggest help in guarding these plants.

Do not wait until it happens and then have the FBI find the saboteurs. Workers must be the detectives.

City Official Fights Union

By A. J. Marcus, International Representatives

Salamanca, N. Y.—Workers at Weston's here who are waging a fight in this open-shop town to win their right to join a union as free Americans, have to buck the City Administration as well as the Company.

Charges of intimidation and coercion have been filed with the NLRB as UCAPAWA's answer to threatening remarks made by foremen to workers who are union-minded.

CITY LAWER STEPS IN

When the NLRB investigator visited the Weston Co. to try to pursuade them to post a notice stating that workers have the right under the law of the land to join a union, City Attorney Jesse Seymour barged into the Company office protesting any such move by the Company.

Seymour, who is actually nothing more than an errand boy for the employers in this town of 7,000 people, later told the NLRB investigator to his face that the city administration was not interested in having any unions in town.

UNION EXPOSES SEYMOUR

Since these events UCAPAWA has issued 4,000 copies of an open letter to Seymour which shows the people of Salamanca that CIO is on their side, while Mr. Jesse Seymour who is meant to be a servant of the people, is actually acting against them.

Westons, a British owned firm which employs about 600 people in this plant, is now filling large Army orders.

Give $65 for Plane

By Viola Kowalsky, Press Agent

Detroit.—Swinging into the spirit of citizen participation in natonal defense, the J. J. Gielow division of Local 58, started a voluntary contribution for "Buy A Bomber." No member had to be approached twice for they were all willing to give.

The total amount collected was $65.00 which we hope will help to buy some necessary small part of the bomber. No contribution is too small. It gives a person a wonderful feeling to know they too have helped to do their part for the U. S. A.

Let us all give till it hurts, for it is all going for a good cause. When at last this war is ended, we all can say, "we did our part."

SUGAR AND TIN SHORTAGES

A REPORT BY BEN ALLEN, UCAPAWA REPRESENTATIVE IN WASHINGTON

Employment in most canneries should be greater this season than last.

Since the papers are full of news about sugar and tin shortages, I believe the membership, especially those who work in canneries would like a brief report on how this situation will affect them.

My conclusion that employment will not suffer as a result of shortages, but will actually expand, is based on the following facts.

SUGAR

The consumption of sugar in the year 1940 was about 6,900,000 tons. In 1941 there was an abnormal increase in sugar consumption to 7,900,000 tons. It is probable that a fairly large proportion of this 1,000,000 ton increase was carried over into this year in the form of so-called "invisible" stocks, accumulated by manufacturers and business as a result of a rumor of a possible sugar shortage.

Last year we received 900,000 tons of sugar from the Philippines. This source of supply will of course be cut off this year.

The need for an increase in the production of industrial alcohol will absorb a further supply of raw sugar.

Price Administrator Leon Henderson announced Saturday that we would have available for 1942 consumption 5,300,000 tons of sugar. It is probable that this is a very conservative estimate which takes into consideration many possibilities which will never become realities. It is highly probable that this figure is at least 700,000 tons short of what it will finally turn out that we may consume, but it seems wise for the Government to under-estimate the supplies rather than have them inform us later that we must again pull in our belts.

This shortage will especially hit the manufacturers of candies and soft drinks. It will to a certain extent affect household consumption.

Canners of fresh fruit and vegetables, however, will not be affected since the Government has set increased goals for canning, and the manufacturers will be allowed the sugar to achieve these increased goals.

It may cause us all a little inconvenience in the beginning when allottments are first established, but this can be rapidly adjusted.

TIN

There will be priorities orders issued shortly on tin cans. However, it is expected now that these orders will not affect canners of fresh fruits and vegetables this year.

The use of tin for containers for beer, tobacco, etc. will probably be prohibited.

The government is now experimenting with new forms of containers for fresh fruits and vegetables, so that, if we still have a shortage of tin during the 1942 pack, we will have some other kind of container to put it in.

HERE COMES THE VICTORY BOARD

PROFITEERING

The spectacle of Senate committees reporting scandalous profits and mismanagement of the defense program, and at the same time demanding that labor be curbed, would be highly entertaining if it were not so serious.

The Vinson Committee went through logic like this: "Naval contractors are making profits on arms orders. Labor unions should, therefore, be tightly controlled."

Truth is that both the Truman and Vinson committees were confronted with such unavoidable facts of profiteering that they had to "out" with the story.

In the papers which chose to print the figures, Americans read that General Motors averaged 21.5 percent on its Navy work, Alcoa around 50 per cent, Bendix Aviation 27 per cent on one contract alone, and so on down the line.

These and pages of other facts about Big Business and defense would lead the patriotic and tax-paying public to get pretty mad at the guilty parties and to demand reforms. This is exactly what is happening to some extent.

But committees also went out of their way to publish badly distorted information about unions. Most papers took up these anti-labor statements with a great hue and cry.

We believe this is the old game of screaming loud about unions in order to take the heat off the real culprits. This is a dangerous game in war time when profiteering and bungling must be exposed and corrected.

RATIONING

Rationing Boards are going to have increasing power over America's bread and butter. Yet it seems that labor is not being given representation on these boards.

Here is another case of ignoring the very people who have most at stake and can do most to see that the program is carried out efficiently and fairly.

The rationing boards, set up originally to deal with rubber tires, are established under the direction of the Governor of each state through the state and local Defense Councils.

Each UCAPAWA Local should immediately inquire from the Local Defense Council who sits on the rationing board. If Labor is not represented, the Local should set the wheels in motion, either directly or through the Industrial Union Council, to get representation.

Any difficulties should be fully reported to the UCAPAWA head office so that the matter can be taken up in Washington.

The issue of labor representation on this and other boards is of first importance. Labor cannot continue to be pushed aside, treated as the poor and untouchable second cousin.

We must be in there pitching on the job of building strong, unified community councils which deal with any question connected with winning the war.

UCAPAWA NEWS

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FACING OUR PROBLEMS

By

DONALD HENDERSON, *General President*

We face a battle of major proportions to protect our living standards.

This is not only a job of protecting our families, but also a job of strengthening the Nation.

A hungry, neglected people cannot work and fight.

As a Nation, the battle for living conditions shapes up like this: About $52,000,000,000 is going to be spent this year for armaments and other war expenses. There will be about $38,000,000,000 for civilian goods, roughly what we had back in 1934.

The money for armaments is on the front line in our battle against Fascism. We are al-out for this expenditure, quickly and efficiently.

The question of who is going to get the civilian goods is also of first rank importance in our Victory plans.

Is labor going to be further taxed, while there are families who still have $10,000 and maybe as high as $1,000,000 to spend?

Are our real wages going to be continually cut by mounting living costs so that we can buy less and less of the goods we need?

Are the few wealthy farmers going to be allowed to stall on increasing food supplies while at the same time they battle for high prices? Is sugar production, for example, being expanded to meet our needs?

Are unions going to be able to win higher wages from companies which are well able to pay out some of their increasing profits?

The CIO has a fighting program on such questions.

We stand on the platform that "the burdens and sacrifices inherent in our war effort must be borne equitable by all groups and segments in our national life.

Labor is willing to sacrifice, but it must be on a fair basis and only when sacrifices cannot be avoided.

Talk of a 15 per cent payroll tax which is going around in reactionary circles in Washington is an example of the situation we face. Such a proposal from rich anti-labor people is nothing short of scandalous.

On top of all other taxes, according to these people, wage earners, even those who make less than $2,000 a year should pay $15 out of every $100. This would cut fatally into the very health of our Nation.

If the 15 per cent payroll taxers were truly patriotic, they would instead be out asking that every family which gets more than $8,000 a year should be required to give every cent above this for armaments.

The war would be won quickest by seeing to it that everybody has the necessities of life. A democratic people pulling hard together in the same boat, none with favors, and all sacrificing when it is necessary, such a people is invincible.

But such a common sense and healthy program seems scandalous to the rich who put the right of profit ahead of the right to life.

The CIO is battling for the workers' living standards every step of the way.

To strengthen this fight each local union must more than ever become a unified and efficient brigade: full dues payments, full membership meetings, and full cooperation with UCAPAWA and CIO in the campaign to protect living standards and win the war.

Murray Explains New WLB

(Continued from Page 1)

stoppages unnecessary by providing the machinery whereby labor will have the right to conciliate, mediate and arbitrate all disputes.

"It should be noted that, despite employer representations to the contrary, the final agreement and the President's executive order provide that "all disputes," which includes disputes around the issue of union security, should be handled by the adjustment machinery set up under the agreement.

AGREEMENT ON WLB

"It was further provided that the President should set up a War Labor Board with labor, management and the public represented. The Congress of Industrial Organizations is therefore pledged to cooperate to the full with the new War Labor Board, in line with the agreement to which its duly authorized representatives subscribed.

"I am now writing to outline the set-up of the Board and the procedures which should be followed by our affiliated organizations in handling labor disputes in the future.

NO STRIKES, LOCK-OUTS

"The President's executive order which established the Board specifically refers to the agreement, to which the CIO subscribed, that 'for the duration of the war there shall be no strikes or lockouts, and that all labor disputes shall be settled by peaceful means.' This agreement must be strictly complied with so that the CIO may do its full part in maintaining un-interrupted production and in increasing output until victory is won.

"Another point which should be noted in the President's executive order is the provision that 'the parties shall first resort to direct negotiations or to the procedures provided in a collecive bargaining agreement.'

BARGAINING IS BEST

"The collective bargaining procedures provided in our union agreements are the best and most expenditious means of resolving such disputes as may arise. These procedures should be fully explored and complied with before further steps are taken.

"If a dispute is not settled by the regular procedures of collective bargaining, the commissioners of conciliation of the Department of Labor should then be notified. If such conciliation fails, the Secretary of Labor is required to certify the dispute to the War Labor Board, or the Board may take jurisdiction on its own motion, after consultation wth the Secretary.

BOARD IS LAST STEP

"The Board is then authorized to make final determination of the dispute through mediation, voluntary arbitration or arbitration, under rules established by the Board.

"The provisions of the Labor Relations Act protecting the right to organize and bargain collectively are still in full force and effect, as is the Wage-Hour Act and other protective labor legislation.

"In following through the procedures outlined in this letter, I wish to urge all CIO unions to exercise the greatest care to avoid misunderstandings or unnecessary conflict."

In this connection Murray urged that local unions act through their internationals in presenting cases to the War Labor Board.

CONTACT UCAPAWA

"I am confident," said President Henderson, "that all of our locals would in any case contact an International Representative, who would immediately notify the UCAPAWA head office, should a War Labor Board case develop."

"This is extremely important," Henderson continued, "in order that UCAPAWA will work with the other CIO unions toward a consistent policy in presenting cases to the Board. As President Murray has pointed out, such cooperation will lead to effective handling of CIO cases."

Labor, employers and the public are equally represented on the WLB.

CIO UNION WIVES hear Mrs. Faye Stephenson, Pres. of the CIO Ladies Auxiliaries, urge them to organize for victory. A number of UCAPAWA locals are organizing and helping Ladies Auxiliaries.

Ladies' Organization Fights Fascism

Washington—"Help win the war" and "Organize for Victory" are keynotes of the national program of the Congress of Women's Auxiliaries of the CIO adopted at a recent special Executive Board meeting. Pres. Donald Henderson congratulated the Auxiliaries on their splendid program and urged the wives of all UCAPAWA members to take part.

HENDERSON ASKS ACTION

"Every UCAPAWA local which includes men shoud establish an auxiliary for the wives," said Henderson.

"Locals which are made up mostly of women and girls can help build the Auxiliary movement by cooperating in meetings and other events run by the CIO auxiliaries in their town. The encouragement of trade union women is of great help to union wives."

President Henderson further requested all UCAPAWA auxiliaries to register with the International Office, and to contact the national group at once, which is the Congress of Women's Auxiliaries of the CIO, 1407 L St., N. W., Washington, D. C.

FASCISM IS DEGRADING

The CIO Auxiliaries' program states that "the degradation which fascism means for women intensifies our determination to give all our organized strength, even our very lives, to the victory of our country over fascist foes."

Pointing to the fact that absorption of men into the armed forces will necessitate employment of millions of women in industry the program urges training courses for women needed in defense industry, day care for children of women defense workers, and pledges to the CIO, help in making "the entry of women into industry a source of strength and growth for the labor movement."

SEEK FULL PART

Representation of auxiliaries on national and local defense councils, full participation of all members in volunteer defense activities, raising money and knitting for war relief, serving as blood donors and buying defense bonds and stamps are urged as part of the program.

Maintenance of the morale of our people and making our communities better places to live in are stressed as essential to victory.

WORK FOR BETTER LIFE

The Auxiliary Congress pledges to work for increase of social services, increase of unemployment compensation benefits, more health facilities and low cost housing. They also include support of the government consumer and nutrition program, the fight against profiteering and extension of hot school lunches, food stamp plan, penny milk and other consumer services.

The program concludes:

"This is our program for victory. We pledge to carry it out with all our strength.

"In order to carry it out most effectively, we pledge (a) to organize for victory and build the auxiliary movement to draw the wife and family of every CIO worker into our victory program; (b) to work unitedly with all women's groups, and especially with our sisters in the American Federation of Labor."

Which War?

The Thompson Products Co. of Cleveland advertises that its company union policy will help win the war.

Somebody should explain to Thompson that the war is against fascism, not against labor unions.

—By John Paine.

Roosevelt Calls Discrimination Against Alien Workers "Stupid"

Washington—The CIO unions are protecting their members who are aliens or citizens of foreign birth from unjust discharge, with the full knowledge that President Roosevelt is behind them. Most of UCAPAWA members will have read the President's statement in which he declared that firing or refusing to hire workers simply because they had "foreign-sounding names," was both "stupid and unjust," and that such actions "play into the hands of the enemies of American democracy."

Copies of the President's statement or help in fighting such cases can be had from the UCAPAWA head office.

A report on any case which cannot be settled locally should include complete information about the person involved, how long he has been in the country, where he has worked and in what activities he has engaged while in the United States.

Unions Seek Browder Release

New York City.—The Citizens Committee to free Earl Browder, of which Tom Mooney is chairman, has announced that both the New York City Industrial Union Council and the Executive Board of the Illinois State Industrial Union Council have unanimously passed resolutions asking President Roosevelt to free Earl Browder.

These labor bodies together representing over 800,000 organized workers, are the most recent of a long list of CIO and AFL union to take similar action.

The resolutions declared that "the continued imprisonment of Earl Browder, an outstanding fighter against fascism, is contrary to the Bill of Rights which says that no 'cruel and unusual punishments' be inflicted."

The issue is not one of Communism, according to the resolutions, and both bodies took action without identifying themselves "with the political views of Mr. Browder."

Well over twelve hundred local, city, state and International trade union officials have written President Roosevelt in a similar vein.

Earl Browder is Secretary of the Communist Party.

Union Success Story

Bendix, N. J.—(FP).—Air Associates Inc., which staged one of the bitterest anti-union struggles of 1941, has signed a contract with the United Automobile Aircraft and Agricultural Implement Workers (CIO). The agreement provides a 65c hourly minimum for women, a 75c minimum for men, a 9c hourly night bonus, a modified union shop, seniority and grievance machinery.

Sheet Prices Up; "Best Buys" Listed

"You're likely to get much less sheet for your money this year," according to **Your Dollar**, by Consumers Union.

"Prices of muslin sheets have gone up an average of 22 percent in spite of our big cotton surplus. Some brands have gone up even higher.

"And some of the manufacturers who raised their prices highest have cut down on quality at the same time. This year, therefore, you need to know something about quality before you buy.

"Consumers Union has rated 49 brands of muslin and percale sheets, basing its judgment on laboratory tests which show the wear the sheets will give.

"Best buy and highest quality of all the muslin sheets tested, was Montgomery Ward's "Treasure Chest," at $1.24 plus postage. Next best buy was Sears Roebuck's "Guest Chamber" at the same price."

NEW WAR LABOR BOARD meets in Washington to launch its work of ironing out disputes between labor and industry. Seated (l. to r.) G. W. Taylor; W. H. Davis; and F. P. Graham. Standing (l. to r.) E. J. McMillian; Matthew Woll; W. C. Teagle; A. W. Hawkes; R. D. Lapham; George Meany; Thomas Kennedy, Sec'y-Treas. of the UMW-CIO; and R. J. Thomas, Pres. of the UAW-CIO.

Bridges Not "Dangerous"

Washington—(FP)—The Board of Immigration Appeals unanimously dismissed the recommendation of Judge Charles B. Sears that Pres. Harry Bridges of the Intl. Longshoremen's and Warehousemen's Union (CIO) be deported as a dangerous alien. The final decision now rests with U. S. Atty. Gen. Francis Biddle.

Editor's Note: By now this news has probably reached most of our members. But we did not want to leave unrecorded this victory over those who tried to frame Bridges, since so many of our members have worked hard in the Bridges campaign.

TOBACCO

Battle for Laid-off Workers

Richmond, Va.—Well over 200 jobs are being lost at Export Tobacco Co. due to the building now being rented to the Government for office space for the Bureau of Patents.

As workers are called back to the available jobs according to seniority, Brothers McClaborne, Scruggs and Rouse are in charge for Local 350, meaning that only members in good standing are being re-hired.

This is now a closed shop since all stemmery employees must be members in good standing to be re-employed.

FOR LOST JOB PAY

As soon as all jobs are filled, a battle will be waged for severance pay for those who are still without jobs.

One of the toughest parts of the loss of work is that many of the workers are handicapped. A missing limb did not prevent these people from being efficient hand stemmers, but the handicap would bother them on machine jobs.

The full cooperation of the Virginia State Department of Labor is promised through Commissioner Thomas Morton who has sat through various conferences and assisted us many times in the past.

LARUS LOCAL STRONG

The shop committee at Larus stemmery has come into its own.

Now, any beefs for either union or non-union employees concerning weights at the scales will have to be handled through Sister Goldie Goode of the third floor.

One of our biggest helps in building up relations with this firm has been the untiring work of Sister Alease Christian.

Flag Awarded to First 100% Dept.

Lima,O.—Carpenters in the North Side plant, Local 69, have the honor of being the first department in any Deisel-Wemmer-Gilbert shop to become 100 percent union.

An American flag will be presented to this department at the next mass meeting of the local in recognition of their union solidarity.

CIO AND AFL CIGAR WORKERS CLASP HANDS

Excerpts from a letter from John Tisa, Chairman of the Philadelphia area Tobacco Workers Organizing Committee, UCAPAWA-CIO to Carl Richards, Pres. Local 39, Cigar Makers International Union, AFL, New Haven, Conn. For story, see page 1.

Dear Brother Richards and Local 39 members:

I want to express my personal appreciation and that of UCAPAWA-CIO for the splendid representation your local sent to Washington for the cigar hearing.

Your local was the only local union of the C. M. I. U. of America which was represented, which shows an admirable and militant tendency on the part of your New England organization.

Bro. Alexander Driessens deserves a great deal of praise for the excellent appeal for an increase in the minimum. Bro. Bob Smith gave the slick New York and Tampa lawyers for the manufacturers many things to think about when he explained in plain workers' language the need for increased wages. And Bro. Carl Richards calmly and intelligently stripped bare the trickeries employers have consistently engaged in to deceive workers.

We of the C. I. O. were proud to have the above brothers as comrades-in-arms in our joint endeavors to defeat the reactionary employing class that was represented at the hearing.

I hope that this will be the beginning of continued efforts between our two organizations in our common struggle to lift the standard of living of all cigar workers to the level of decency and worthy of the title "American Industry."

There is no need for the cigar industry to be classed as a sweat-shop industry. It requires skill, alertness and intelligence to be a cigar-cigarmaker. But this is not reflected in wages.

As organized workers we know that wages will be raised only when we use our intelligence to go out and organize the unorganized.

I know that you share this feeling with us. Our organization is determined to continue and complete the job we started over a year ago—**Organize the Unorganized Cigar Workers of the Whole Nation.**

Win Rate Adjustments

St. Marys, O.—In a recent wage adjustment negotiated by Local 73 here at the Deisel-Wemmer-Gilbert plant, piece rates for machine cigar makers were increased 5c per thousand. This amounts to about $1 per week increase.

Reason for the adjustment, according to Rec.-Sec'y Edith Floor, is that St. Mary's did not get wage equalization under the contract signed last Autumn, due to the fact that there are old types of machinery in this plant which makes it impossible to get out the same production as in the other plants.

First Aid Lessons

Lima, O.—Red Cross is starting first aid classes twice a week, to be held at the North Side, D-W-G plant here. Time: 1 o'clock for night and 3 o'clock for day workers.

Crossed Wires

Gaetano Santangelo is President of Local 647. In the last issue of UCAPAWA NEWS we incorrectly named Hector Modesti President. Brother Modesti is chairman of the Palombo Cigar Co. committee, which is a section of Local 647.

Local 55 Victory In First Round

Middletown, Ohio. — Local 55 here has sent its Bargaining Committee into negotiations with P. Lorillard Co. full of confidence.

After five long years of struggle, the Company has finally been forced to sit down with the Union to work out a contract, as the result of a Supreme Court decision early in January.

Following a telegram of protest from the Local the U. S. Conciliation Service replaced a certain Major Estes who has a sorry record of trying to double-cross the Local.

Mood of the Local was summed up by Lee Carter, Chairman of the Bargaining Committee: "By heavens, we're going to get Justice."

Correction

Lima, O.—In the last issue it was reported that Local 69 had contributed 100 percent to Red Cross, besides other excellent war work. This is the North Side plant, not the South Side as was incorrectly stated in the paper.

Hold CIO Parties

By Ruth Carl, Press Agent

Lima, O.—Plans are being made by Local 69 to have a Get Together Party the third Saturday of each month for all CIO Locals that care to join in our fun.

We will have dancing and card playing, and soft drinks and sandwiches on sale. Admission: zero.

Evelyn Marks is the Chairman of the Entertainment Committee following the resignation of Mildred Logsdon.

Decorating of our Dance Hall started the end of January.

—International.

LABOR IS NOT SO DUMB! A glance back in "history," August, 1941, shows trade unionists picketing a San Francisco pier where a Japanese ship was docked, in protest against shipments of oil to Japan. No mention is made of Corporation officials among the crowd of over 1,000 out that day. Pictures don't lie: Labor Defends America!

First Italian Cigar Contract Signed

By Armando Ramirez, International Representative

New York City.—A great victory was achieved by the workers of the Palombo Cigar Co. makers of Italian type cigars and by local 647, in the settlement that was entered in the Labor Board January 21.

According to this settlement, all parties agree:

1. The Company will compensate 28 workers for time lost for a period of five weeks because of discharge for refusing to join the company union; total amount to be paid is $1,218 equal to 35 percent of time lost in back pay.

COMPANY UNION OUT

2. The Company, representing the employees association, will discontinue said association and will void the contract existing between the association and the company.

3. The Company will negotiate a contract with the Union, UCAPAWA.

4. A signed order will be submitted to the Circuit Court by the Labor Board whereby the Company will desist and refrain in the future from interfering with the workers' right to have a Union of their own choosing, and to notify all employees in the factory to this effect.

After signing this preliminary settlement in the NLRB office we immediately entered negotiations with Mr. Ricci for a Union contract.

UNION SHOP, CHECK-OFF

The contract that was agreed upon by all workers calls for a closed shop, check-off, all hiring to be done through the Union, seniority rights and all other clauses that make a good contract.

The question of wages was not involved because this Company is paying higher than any other in the Italian cigar industry. It was agreed that as soon as the other factories are organized the firm will negotiate for readjustment of wages if there are general increases. Since the sentiment is favorable for organization we feel that this will be accomplished in a brief period of time.

WORKERS JUBILANT

This agreement is an historical one for it is the first time that any employer in the Italian type of cigar has signed a contract with a Union. The rights of the workers to unionism have been established in this industry through this contract. The enthusiasm of the workers is great.

We must not forget that it was possible to sign this contract because of the loyalty of the 28 workers who did not let even discharge discourage them from membership in the Union.

ORGANIZE OTHERS

The negotiating committee consisted of Hector Modesti, Shop Chairman, Vincent Capollo, Celis Bunano and myself. At the meeting held to ratify the contract the workers all began to line up in the Union. Speeches in favor of UCAPAWA were made by some of the workers who were previously in the company union. The shop employs around 150 workers.

We appeal to all other UCAPAWA locals to make a survey of their territories and if they find any cigar factories making this type of work in particular, to use the Palombo case as an example to bring about the organization of the workers.

New Member Pays Year's Dues

By Mabel Walls, Press Agent

Van Wert, O.—We had one person sign up in Local 71, Deisel-Wemmer-Gilbert, and pay one years dues. She said it had to be that way or not at all. She was one of those that were in the "labor trouble" which they had in the factories a few years ago.

SPEAK IN DELPHOS

Members of this local made a visit to Delphos, the newly opened plant of the same company, to visit a CIO meeting. The Delphos girls had a very nice attendance. They are doing a good job getting organized.

Madge Williams, Sec'y-Treas., and Bertha Winters, Steward, both gave nice talks on how the union handles different problems.

All of us locals are behind Delphos 100 percent.

RAISE FLAG

All loyal Americans like to see their flag. Our Superintendent couldn't understand why we workers asked for one, but we have it now.

Local 71 says: "For better times, free speech and country, buy Defense Bonds and help the Red Cross."

Army Rejects To Be Paid

Lima, O.—At the last Joint Council meeting of the six Deisel-Wemmer-Gilbert shops, the company consented to pay three days' pay to the boys who go for an Army examination and are rejected.

"I am happy to report that this proposal, made by the union delegates," said Elizabeth Tarbutton, Council President, "was readily accepted by the company as a good idea which will further national unity in winning the war."

WE, THE PEOPLE

(Dedicated to the men of our union who answer their country's call.)

God bless you and keep you, protect you each day.
This prayer we offer to our men in the fray.
With God's will and guidance, we who are left behind
Will fight for our country and union,
To keep them strong and pure.
That when you come back you'll be proud to be seen
In as strong an Army here as you were in over there.
Both sides must win this battle, and make it fair and square,
So we, the people, are protected in our land so fair.
God bless our country and our union,
That united we may be: All for one and one for all.
May our Lord God above watch over us all. Amen.

—By Meriam Lusk, Rec.-Sec., Local 69, North Side, Deisel-Wemmer-Gilbert, Lima, O.

Henderson Meeting Packed

By A. M. Collins, Pres. and Reporter

Phoenix, Arizona.—The Cotton Compress and Oil Mill Workers Local 306 was very grateful to have with us our General President, Donald Henderson, which is the first time we have had him here. The brothers showed their appreciation by packing the hall until there wasn't even standing room left.

President Henderson gave us a wonderful talk of inspiration and information, telling us what a fine job of organizational work is being done in the Deep South.

We are all glad to hear of the progress that has been made in Memphis, Houston and Arkansas, as most of us came from either Texas, Oklahoma, or Arkansas.

ATTEND CONFERENCE

Delegates from Local 306 to the conference that was held in Los Angeles on January 18 of UCAPAWA locals in this area were Brothers A. M. Collins, H. B. Jackson, W. Moore and L. Moore.

After having a wonderful meeting all day we were entertained by Compress Local 1-60 of LA.

The menu was fruit cocktail, fried chicken, candied yams, cream gravy and other good things, plus drinks.

ORGANIZE COMPRESS

The Arizona Compress is about 60 percent organized at present. We hope to have it completed by the next issue of UCAPAWA NEWS. One of the Arizona press brothers, N. Martinez, accompanied us to the conference in Los Angeles.

The companies are still playing their old game of one race against another, but the workers are waking up to that old gag now and beginning to organize.

MEET THE SPARK PLUGS of Local 306, Cotton Compresses, Phoenix, Arizona: (l. to r.) A. M. Collins, Pres.; H. B. Jackson, Vice-Pres.; and Wardell Moore, Sec'y.

Honor Star Members

In recognition of the outstanding work of Brothers Henry Quihuis and Robert Williams in organizing the Arizona Compress, President Henderson pinned Shop Stewards buttons on them at the big mass meeting of Local 306 in Phoenix, Arizona.

Pioneer CIOers Keep Flag Flyng

By P. L. Shorter, Sec.

Jackson, Tenn.—Yes, "Remember Pearl Harbor," but don't forget Local 99, the first and dramatic advent of CIO into Jackson and Madison County, the hub city of West Tennessee.

It was less than four short months ago when "We came, we saw, and we conquered." Our hats are off to our versatile and ambidextrous International Organizers, Messrs. William "Bill" Haber and Robert "Bob" Sanford for piloting us to safety zones.

Having already selected and elected a strong official staff for Local 99, we are determined to "Keep 'Em Flying" in 1942.—We certainly mean to go places and do things.

Win Three Elections In Southern City

By Otis Nation, International Representative

No. Little Rock, Ark.—UCAPAWA-CIO gathered three more plants into the fold in the first 10 days of the new year. On Jan. 12 McLean-Arkansas went UCAPAWA by a vote of 44 to 8 in an NLRB election. On the next day, Arkansas Fertilizer turned in a unanimous vote, 43 to 0.

Rev. Cato Conley, President of the Arkansas Fertilizer unit and Pastor of the St. Stephens Baptist church, in commenting on the victory, said: "I know my people and I know the CIO is what they need.

SANCTIFY BOSSES

"We done more today to sanctify our boss than any preacher ever done. From here we will see to it that other Negro and white workers in this territory have a chance to vote for a better way of life."

Again the next day the UCAPAWA lightning struck. As the result of an NLRB card check at Ark-Mo, UCAPAWA raised the union flag at this plant.

Brother N. Chambers and Secretary Roy Hardin along with a militant membership were successful in "sanctifying" this anti-union outfit.

BLOW TO 30c PAY

George Holman, President of Local 98, called these victories "a signal for the oppressed workers of Arkansas and the Great South to throw off the minimum wage scales of 30c per hour, and to begin drawing wages that will enable workers to produce more and eat more. When they are called into the armed forces, they will have bodies that will pass the physical examinations that fighting men must pass.

"A lousy $12.00 per week is a disgrace at anytime. During war times it is a danger to the country. Only in these oppressed states where we have no chance to cast a ballot do you find conditions so bad.

UCAPAWA IS NEW DEAL

"I have heard a lot about the New Deal. Brother, I am telling you, the UCAPAWA and the CIO are the New Deal for the wage slaves of the Southland."

UCAPAWA representative Nation settled a Labor Board case which had been filed here against the Little Rock Furniture Co. by the United Furniture Workers, Local 286.

NLRB GRANTS $2,000

The agreement called for:

1. Reinstatement of all men discharged for union activity.
2. Posting on all bulletin boards a notice that reads: "This company will not discriminate against any employee of this company for joining the United Furniture Workers of America, CIO."
3. Wage raise for four of the 16 men reinstated.
4. A cash settlement totaling $2,000 for back wages.

This brings the total paid out to members of the CIO to $4,100 in the last 14 months in this factory.

CIO BROTHERS HELP US

"This is the way the CIO works," Nation pointed out.

"We help our brother workers here, and the Furniture Workers help us in the Forth Smith area. They promise to organize two oil mills, a compress and to help with the cannery workers there."

Twenty Cent Cotton

New York—Cotton has skyrocketed to 20c a pound.

At the end of January prices rose to the highest point since September, 1929.

The average price of 15-16 middling, in the 10 spot markets, was 20.05c a pound on January 26, as against 18.87c a week before and 10.12c a pound a year before.

Peanut Parleys Open in Capitol

Suffolk, Va.—Lummis peanut company and UCAPAWA have been invited to appear before a panel to resume negotiations in Washington on Jan. 27.

This is the first time we have been close to a decent contract with a Suffolk peanut firm.

ASSOCIATION TALKS

Attorney Paul Everret, Sec'y-Treas. of the Virginia-Carolina Peanut Association is representing Pond and America, as well as the Lummis Co. Local 26, therefore, is actually negotiating with the Association instead of with the three small companies separately.

WINSTEAD FIRED AGAIN

Sister Mary Winstead, shop chairlady of Ponds, has been discharged again. This is the fourth time Sister Winstead has been discharged by this anti-union firm.

The NLRB will have an examiner here soon to get data on this case. This case is too plain for even Mr. Aicher, Director of the Fifth NLRB Region, to ignore.

"THE THORN IN HITLER'S SIDE": One of Russia's roaming guerilla fighters signs the oath required of all men engaged in behind-the-lines action against the Nazis.

Quaker Workers Put $80,000 in Bonds

By Louis Jedlicka, Press Agent

Cedar Rapids, Iowa.—War activities of Local 110 at the Quaker Oats here have been well-supported by the membership.

In a recent drive for the purchase of U. S. Bonds under the payroll deduction plan, $80,000 worth of bonds was sold.

We also went well over the top on our Red Cross enrollment quota.

A Home Defense Guard has been formed with the cooperation of Labor and the Chamber of Commerce. A very satisfactory set-up was established as the result of full-hearted backing offered by both Labor and Business.

GRAIN PROCESSING:

Hominy Local Stamps CIO 'OK'

By Noah Hogan, Fin.-Sec'y

Mt. Vernon, Ind.—Here is what the CIO means to Local 62, Mt. Vernon Milling Co.

We were signed up under the AFL, and the reason they failed was that they didn't have what it took to crack the plant, and that was support. But the CIO has, and that is where we are today.

GAINS UNDER CIO

Under the CIO we were able to sign our first contract April 10, 1941.

Since the union, the bosses have changed like different men. Working conditions have improved a whole lot and we are getting more time, I believe, than we were before the union. But the work is still too much for the wages.

Since the union, wages have increased from 40c to 48c for most of the male jobs, and for the women who pack Sno Fluf during the winter months, pay has increased from 30c to 36c an hour.

WE ARE HAPPY

We have four Negroes working in our plant and they are good men with good standing in the union.

The CIO is a good union and I would like to tell every unorganized man how we were picked up by the CIO after the AFL let us down.

We are very happy.

Local 62 First On Grain Report

Chicago—Local 62 of Mt. Vernon, Indiana takes the banner for being the first local to get in its grain processing report.

Special credit should go to Brother Noah Hogan who noticed in the UCAPAWA NEWS that grain processing locals were asked to fill out reports in connection with the coming minimum wage hearing in Washington.

ASKED FOR FORM

By an oversight, Local 62 had not received the request from the International Office, so Brother Hogan immediately wrote in asking what was up. As soon as he received the report form he filled it out and returned it to the International Office.

All other grain processing locals are reminded that their reports were due Jan. 31, which date will be passed by the time you get this paper. So rush your report if it is not already in.

BROTHERS AND SISTERS who live in the FSA camp in Visalia, Calif., who appeal to the UCAPAWA membership to help fight proposed FSA cuts in the next Federal budget. Back row (l. to r.): R. F. Blackmon, Pres. Local 307; J. R. Johnson; and Ervin Wilson. Front row: J. C. Frisby, Rec. Sec'y Local 309; Mrs. R. F. Blackmon, Fin. Sec'y of the Local; Marguerite Conn; and Marvin Pace.

Seek Bigger Sugar Output, Better Pay

By Jack Fox, International Representative

Denver, Colorado—For four and one-half hours here delegates from the beet workers presented their program which had been worked out at the sugar beet workers' conference, at the wage hearings held by the U. S. Department of Agriculture. (See story, column 4.)

UCAPAWA also backed up the demands of the growers for a higher price for sugar from the Great Western Sugar Co.

OPPOSE PHONY BONUS

Grower after grower admitted the need for higher wages for the workers. While most of them hesitated to state exact figures, wage proposals made by growers ranged from 15 per cent increase over the present base of $21.60 an acre to as high as $28 per acre.

The growers, attempting to side-track on the issue, proposed a bonus system for the beet worker which would be paid after the season's work. The union flatly opposed any such arrangement, which is nothing but a hold-back of wages.

COUNCILS TURNED DOWN

The proposal of the Union for Production Councils was rejected by the growers after heated debate.

The Union regrets this attitude and will keep plugging for Councils. We know that the growers' associations represented at this hearing do not include small farmers who might be glad to join with us in Joint Production-for-Victory Councils.

Editor's Note: Present wage rates in the beet fields are $21.60 an acre or an average of about $216 for the season. The union demands $30 an acre, or about $300 for the whole season.

Great Western produces one-third of the nation's beet sugar. Thanks to a powerful lobby in Washington this company gets about $25,700,000 subsidy from the government each year.

Return on the common stock has averaged better than 43 per cent a year since the Company was organized in 1905. (Facts from Federated Press.)

LITTLE LUTHER

"Father," said Little Luther, "what are unessential non-defense expenditures?"

"The list is so long, my boy, that I could not begin to tell you. Our government is wasting billions of dollars on services that could easily de dispensed with for the duration of the war."

"But can't you tell me what some of them are?"

"Well, take some of these typical boondoggling projects. The government has spent millions upon millions to send youngsters into the woods to rake up leaves."

"I suppose you are referring to the CCC. But as I recall, the conservation work of the CCC is one of the activties that even the most conservative newspapers have praised."

"Possibly so, but I tell you the government is still squadering billions of dollars for things that are not absolutely essential."

"Father, maybe a good way to economize would be to limit all war profits to 3 percent. That's more than the savings banks pay."

"Luther, you don't know what you are talking about. What incentive would there be for private contractors if profits were practically abolished?"

"There's always patriotism, father."

—*By John Paine.*

FIELD WORKERS

Local Asks 'Save FSA Homes'

By Mrs. R. F. Blackmon, Fin. Sec.

Visalia, California.—Since Senator Byrd and other reactionary Congressmen are propising to cut what they call "non-essential" civilian expenditures, and since the Federal Security Administration is one of the agencies which is considered unimportant by this rich apple orchard owner, I should like to tell our UCAPAWA Brother and Sisters how members of Local 307 feel about this.

We live in an FSA camp here. If you will tell your Congressmen to vote money to the FSA you will be helping us to keep our homes.

HOMELESS FAMILIES

Abolishing FSA camps would be very disastrous to thousands of agricultural workers, and to one of our most important industries, agriculture.

Families would be homeless, forced out of doors, with no place to go. Such families would have no prospect of settling down and establishing roots of civilization, with no chance for their children to grow up as American citizens should.

"The Grapes of Wrath" gave the American public only a faint idea of the hard conditions of the migrant people.

NEED PLACE TO STOP

The FSA camps provide tin shelters or cabins, sanitary facilities, nursery schools, wholesome entertainment, and a feeling of relief for a place to stop, with a warm shower after a long day of travel through heat and dust or cold and mud, as the case might be.

Then there are the garden homes and apartments which offer peace and security, for the present at least.

NEW HOPE IN CAMPS

People here have taken a new lease on life, stiffened their spines, lifted up their chins, and become healthy happy citizens with a promise for tomorrow.

But if these are taken away we, the migrant people, will be left homeless wanderers at the mercy of the Land Hogs when it would be very easy for them to say: "Here's your tent and you will work for what I say."

This would mean no right to vote, no hope of development, no advancement of civilization, and may God help us if this should happen.

Poor Farmers Seek Surplus Commodities

Chicago—A plea for surplus commodities for "poor farmers" has been received at the UCAPAWA head office here, together with a filled out petition for surplus commodities for cotton field workers.

Writer of the letter was the Executive Secretary of a Farmers Union Club in Lettesworth, La. The letter reads in part:

"Here is the names which I have had sign and as I am ill these is all I can get signed at this present time.

"But I do hope this will soon be passed because the poor farmers is not getting any surplus commodities at all now.

"So do your best and I will say more next time."

FSA CAMP SUNDAY SCHOOL class in Vasalia, Calif. Mrs. R. F. Blackmon, Local 307 Fin. Sec'y and Chairman of the Church Committee, is shown at the extreme right at the back. These kids would be let down if Senator Byrd and his kind wiped out the FSA appropriation.

Sugar Beet Workers Set Fighting Program

By Jack Fox, International Representative

Denver, Colorado—Maximum sugar beet production for national defense and decent wages and living conditions for the workers were the problems tackled by the delegates to the UCAPAWA Rocky Mountain Sugar Beet conference here.

To achieve this, the union prepared its case for the Department of Agriculture hearings which followed the conference, and laid plans for building a powerful union in the fields.

INCREASE PRODUCTION

The committee on production, headed by J. M. Baca, proposed:

1. Staggering of the planting of sugar beets, so that each worker can tend more acreage.
2. Proper cultivation of the crop.
3. A stable labor supply guaranteed by the payment of decent wages and good working conditions.
4. Production councils consisting of representatives of workers, growers, sugar companies and the government.

PUSH FSA HOUSES

The committee on working conditions of which Vicente Vigil was chairman, did an excellent job showing the miserable conditions of the beet worker, especially in connection with housing.

Most beet workers have to live in broken down shacks and outhouses, crowded into small rooms, with no running water nor workable cooking arrangements.

Opposition of the Chamber of Commerce of Greeley to the housing program of the Farm Security Administration in that area was exposed and roundly condemned. In spite of this opposition the FSA housing program has started, "the ball has started to roll and it is up to the union to keep it rolling."

MAKE WAGE DEMANDS

On wages, the committee held that it was not enough to set the new wages only according to the increase in the cost of living, since wages are already way too low and since prices to farmers have increased about 30 per cent since 1940.

Wage scales set by the union listed rates for all the jobs, beginning with $12 per acre for thinning beets.

WHIRLWIND DRIVE

Following the report on organizing, presented by Secretary-Treasurer Harold J. Lane, the delegates enthusiastically resolved to do a job in the fields within the next 90 days.

Vicente Vigil was elected Organizer of the Beet Workers Organizing Committee, and Dan Gonzales, Chairman. Other members are Bernard Valdez, Natalio Nolasco, J. M. Baca, John J. Cordova and Paul Cortez.

(See story, column 1)

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